



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: December 18, 2012

Board Meeting Date: January 15, 2013

Special Notice / Hearing: None

Vote Required: Majority

To: Honorable Board of Supervisors

From: Donna Vaillancourt, Human Resources Director

Subject: Side agreement to the current Memorandum of Understanding with the California Nurses Association (CNA)

RECOMMENDATION:

Adopt a Resolution to approve a side agreement to the current Memorandum of Understanding with the California Nurses Association for the remainder of the term of the current contract through July 5, 2014.

BACKGROUND:

During bargaining for the current MOU, the County and CNA agreed to meet and confer regarding overtime wages and status under the Fair Labor Standards Act specifically for the Nurse Practitioners. The County and CNA have met and conferred in good faith and agreed to the terms as described in the Side Letter. All other terms and conditions currently in effect will remain through July 5, 2014.

DISCUSSION:

Nurse Practitioners have been identified as an integral component of our ongoing success in delivering exceptional healthcare services to the population we serve. While Nurse Practitioners are exempt from receiving overtime under the Fair Labor Standards Act (FLSA) Nurse Practitioners in this county had negotiated many years ago to receive pay for all hours worked. Additionally, salary surveys with our standard comparators indicate that the Nurse Practitioners were no less than 15% behind the market in wages. Under the terms of this side letter, Nurse Practitioners will no longer receive overtime pay and will instead receive a 9% equity increase and additional paid time off. The recommended side letter to the MOU with CNA covers the period remaining on the existing agreement, retroactive to November 25, 2012, through July 5, 2014.

County Counsel has reviewed and approved the Resolution as to form. Approval of this resolution contributes to Shared Vision 2025 of a Collaborative Community by ensuring cost-effective compensation structures for County employees.

FISCAL IMPACT:

The cost of the equity increase and additional paid time off will be partially offset by a reduction in overtime costs resulting in a net increase of approximately \$200,000.